


Evaluation of the Implementation of Occupational Health and Safety Management System on the Renovation Construction Project of Grand Inna Malioboro Hotel, Yogyakarta City

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Article Info	ABSTRACT
<p>Keywords: OHSMS, construction safety, SWOT analysis,</p>	<p>The construction industry is inherently high-risk, making Occupational Health and Safety (OHS) a critical priority. This study evaluates the implementation of the Occupational Health and Safety Management System (OHSMS) in the renovation project of Grand Inna Malioboro Hotel, located in a densely populated tourism area of Yogyakarta City. The project's urban setting introduces additional challenges in ensuring safety for both workers and the surrounding public. A qualitative descriptive approach with a case study method was employed. Data were collected through in-depth interviews with project stakeholders, direct field observations, and a review of project documents including the Safety Plan (RK3K), incident reports, and training attendance records. The collected data were analyzed using the SWOT framework (Strengths, Weaknesses, Opportunities, Threats). Findings indicate that while OHSMS documentation and personnel are in place, the on-site implementation is inconsistent. Strengths include management support, the presence of a safety officer, and regular briefings. However, weaknesses persist, such as incomplete safety training, weak subcontractor oversight, and inadequate incident reporting. The project has opportunities for improvement through regulatory support and public visibility, but also faces threats due to its location in a high-traffic urban area. This study concludes that while the OHSMS has been formally adopted, its practical implementation needs enhancement through better training, consistent supervision, and broader stakeholder involvement. Regular evaluation and integrated safety strategies are essential to strengthening safety culture in similar renovation projects, particularly those in complex urban environments.</p>
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INTRODUCTION

Occupational Health and Safety (OHS) is a fundamental factor in the construction industry, which is inherently laden with work-related hazards. Activities such as excavation, working at heights, the use of heavy equipment, and limited workspaces make this sector one of the industries with the highest rates of occupational accidents compared to others (Putra &

Siregar, 2021). Therefore, the implementation of the Occupational Health and Safety Management System (OHSMS) is an obligation that must be carried out comprehensively and sustainably.

The renovation construction project of the Grand Inna Malioboro Hotel, located in the center of Yogyakarta City, presents unique challenges in implementing the OHSMS. Its location in a densely trafficked and strategic tourist area increases the risks not only for project workers but also for the surrounding public (Wijaya & Alamsyah, 2024). This situation demands stricter, more structured, and integrated OHS management aligned with the project's operational activities (Setiawan et al., 2022).

The Indonesian government has established Government Regulation No. 50 of 2012 as the legal basis for implementing OHSMS. This regulation emphasizes the importance of a systematic approach in hazard identification, risk assessment, and the formulation of control programs. However, several studies indicate that the implementation of this regulation is still suboptimal, particularly in medium-scale projects such as building renovations (Hidayat et al., 2023).

Challenges in implementing OHSMS in construction projects include low managerial awareness of OHS importance, limited availability of competent human resources in the OHS field, and weak supervision and incident reporting systems (Yuliana & Saputra, 2019). Additionally, there are still occurrences of unsafe practices, such as working without proper personal protective equipment (PPE) and irregular daily safety briefings, which can significantly increase the risk of workplace accidents (Pratama & Nurhadi, 2020).

Evaluating the implementation of OHSMS is essential to determine whether safety policies and procedures are functioning according to established standards and whether they have positively contributed to reducing occupational risks (Silva et al., 2020). Such evaluations also serve as benchmarks for the effectiveness of OHS training, safety culture, and the level of worker involvement in safety implementation (Setiawan et al., 2022).

Moreover, the location of the project in a strategic area like Malioboro requires more intensive cross-sectoral coordination, including with local government and the surrounding community. Social and environmental risks must be managed alongside technical risks through a comprehensive OHS approach (Nugroho & Prasetyo, 2020). This study is therefore crucial to identify the strengths and weaknesses in the implementation of OHSMS within the project.

Through this evaluation, it is expected that practical recommendations can be provided for improving the implementation of OHSMS in other renovation projects, particularly those located in densely populated or tourism areas. Furthermore, the results of this study are expected to strengthen the safety culture within the Indonesian construction environment more broadly.

METHODS

This study employs a descriptive qualitative method to evaluate the implementation of the Occupational Health and Safety Management System (OHSMS) in the renovation

construction project of the Grand Inna Malioboro Hotel in Yogyakarta City. This approach was chosen to gain an in-depth understanding of the OHS practices on-site, as well as the supporting and inhibiting factors influencing their implementation.

Data collection was carried out through three primary techniques: in-depth interviews with individuals directly involved in the project, such as the project manager, OHS officers, and several field workers; direct observation at the project site to objectively assess the actual implementation of OHSMS and working conditions; and document analysis of supporting materials such as the Project OHS Plan, accident reports, attendance records of OHS training, and safety inspection results.

To analyze the data, this research applies the SWOT analysis method (Strengths, Weaknesses, Opportunities, Threats). Strengths and weaknesses are analyzed based on internal factors of the project, including regulatory compliance, availability of personal protective equipment (PPE), OHS training, and internal monitoring systems. Meanwhile, opportunities and threats are analyzed based on external factors such as government regulatory support, community involvement, project site conditions, and external environmental dynamics affecting OHS implementation.

The results of the SWOT analysis will be used to evaluate the effectiveness of the current OHSMS implementation and to develop practical and sustainable improvement recommendations. Through this approach, the study is expected to contribute meaningfully to strengthening the safety culture in the construction sector, particularly for renovation projects located in densely populated and strategic areas like Malioboro.

RESULTS AND DISCUSSION

This study was conducted on the renovation construction project of the Grand Inna Malioboro Hotel, which commenced in January 2025 and is scheduled for completion in December 2025. The project is located in a high-traffic tourist area in the heart of Yogyakarta City. The study focused on evaluating the implementation of the Occupational Health and Safety Management System (OHSMS) using a qualitative descriptive approach and SWOT analysis.

Field Observation Results

Direct observations were carried out in three main areas of the project: the structural construction zone, interior finishing area, and logistics/material transport section. The following findings were noted:

Table 1. Field Observation Results

Instrument	Results
Use of Personal Protective Equipment (PPE)	Most workers wore helmets, safety vests, and protective boots in accordance with standards. However, the use of gloves and eye protection was inconsistent, especially in mechanical work areas.
Safety Briefings	Daily briefings were conducted by the safety officer, but only involved the main team and excluded subcontractor

Instrument	Results
Safety Information Boards	groups These were available in several locations but not regularly updated (e.g., the last recorded accident data was three months old).

Interview Findings

Interviews were conducted with seven key informants: 1 project manager, 1 safety officer, 1 site engineer, 2 foremen, and 2 daily workers. The interviews revealed the following:

Table 2. Field Observation Results

Instrument	Results
Management Commitment	The project management showed support for OHS implementation, but oversight of subcontractors remained weak.
OHS Training	Only 60% of permanent workers had received formal OHS training. Subcontractor and casual workers had limited or no training.
Incident Handling	There were four minor incidents (minor cuts and trips) reported in the past six months, but only one was officially documented.
Documentation and Internal Audits	The OHS plan existed but was not updated monthly. Internal audits were conducted only once in six months.

Documentation Review Results

Analyzed documents included Project OHS Plan (RK3K), Occupational accident reports, Attendance lists for OHS training and Internal safety inspection logs. The document review showed that the OHS plan was prepared at the beginning of the project, but its implementation was not consistently evaluated. Accident reports were incomplete, and internal inspection results were not followed by concrete corrective actions.

SWOT Analysis of OHSMS Implementation

Based on all collected data, the following SWOT analysis was developed:

Table 3. SWOT Analysis of OHSMS Implementation

SWOT Analysis	Results
Strengths:	1) Availability of a documented OHS Plan (RK3K) from the beginning of the project. 2) Support from top management for safety programs. 3) Presence of an on-site safety officer. 4) Routine safety briefings (though not comprehensive).
Weaknesses:	1) Not all workers had received OHS training. 2) Inconsistent use of PPE.

SWOT Analysis	Results
Opportunities:	3) Weak supervision over subcontractors. 4) Poor incident reporting and documentation. 1) Regulatory support from the government regarding OHSMS. 2) Strategic project location increases potential to enhance company image through strong OHS practices. 3) Opportunities for collaboration with local labor departments for joint training initiatives.
Threats:	1) The project's location in a high-traffic tourist area poses safety risks to the public. 2) Low awareness of safety practices among casual workers. 3) Potential project delays if a major accident occurs

The implementation of the Occupational Health and Safety Management System (OHSMS) in the renovation project of the Grand Inna Malioboro Hotel demonstrates that while the system was planned from the beginning of the project, its field execution remains suboptimal. This can be seen in several aspects, such as inconsistent use of Personal Protective Equipment (PPE) and limited safety training for all workers. These findings align with Hassan & Ismail, (2019) who stated that one of the main challenges in implementing OHSMS in construction projects is the inconsistency of safety procedures being followed by workers on site.

Management support for OHS is evident through the provision of the Project OHS Plan (RK3K) and the presence of a safety officer at the project site. However, this commitment is not fully matched by strong supervision systems, particularly over subcontractors. As noted by Pratama and Nurhadi, (2020) many construction projects face a gap between managerial commitment and actual field supervision, especially in managing third-party labor (Zhang & Fang, 2021).

In terms of training, only 60% of permanent workers had received formal OHS training, while subcontracted and daily workers had not yet been included in the program. This weakens the workforce's preparedness in dealing with occupational hazards. Chen & Luo, (2022) emphasized that widespread and continuous OHS training is a key factor in the successful implementation of OHSMS to reduce the rate of workplace accidents (Lee & Kim, 2020).

The SWOT analysis revealed that the project's strengths include the availability of planning documents and routine safety briefings, although their coverage remains limited. Conversely, the main weaknesses lie in poor incident reporting and the lack of follow-up actions on internal audit results. According to (Yuliana & Saputra, 2019) the success of an OHS system is determined not only by technical implementation but also by a responsive documentation and evaluation system addressing real-time findings on-site.

On the opportunity side, this project is strategically positioned to enhance the company's image through good OHS practices (Kurniawan & Santosa, 2022). Moreover, the government provides strong support for OHSMS implementation through regulations and training programs. Setiawan, Ramadhani and Lestari, (2022) noted that collaboration between project implementers and local government agencies can accelerate the development of OHS awareness, especially in medium-scale projects.

The threats faced by this project stem not only from internal but also from external factors, such as its location in a dense tourism and traffic area. This increases the safety risks for the surrounding public. Therefore, a comprehensive and cross-sectoral OHS approach is required. Rahmawati and Mulyono, (2021) also recommended that OHS approaches should not only focus on project workers but also take into account the surrounding social and environmental aspects.

Overall, the findings of this study affirm that the implementation of OHSMS in the Grand Inna Malioboro renovation project is on the right track, but improvements are still needed in areas such as training coverage, subcontractor supervision, and incident reporting systems. Regular evaluations, stakeholder involvement, and the enhancement of a safety-oriented work culture are strategic steps that can strengthen the implementation of OHSMS in construction projects across Indonesia.

CONCLUSION

Based on the research conducted, it can be concluded that the implementation of the Occupational Health and Safety Management System (OHSMS) in the renovation construction project of the Grand Inna Malioboro Hotel in Yogyakarta has demonstrated a solid commitment from project management in complying with occupational safety regulations, as evidenced by the availability of RK3K documents, the presence of safety officers, and regular safety briefings. However, challenges such as inconsistent PPE usage, uneven training distribution, limited subcontractor supervision, and inadequate incident reporting indicate that implementation at the field level still needs improvement. The unique external environment being in a dense tourist area adds complexity and demands a broader public safety perspective. The SWOT analysis revealed strengths in formal procedures and leadership commitment, but also highlighted weaknesses like low awareness and poor coordination. To address this, OHSMS implementation must go beyond documentation by reinforcing supervision, enhancing worker training, and encouraging participatory safety culture. Future research is suggested to focus on evaluating OHSMS integration with public risk management strategies and measuring the long-term impact of participatory safety interventions in urban renovation projects.

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